

Message Text

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ACTION PER-03

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R 251707Z NOV 75
FM AMEMBASSY TEGUCIGALPA
TO AMEMBASSY MEXICO
INFO SECSTATE WASHDC 1800

UNCLAS TEGUCIGALPA 5073

MEXICO FOR MISS WHEAT, PERSONNEL OFFICER; STATE FOR

PER/PCE/PPM/LP - A. WEINSTEIN

E.O. 11652: N/A

TAGS: APER

SUBJ: LOCAL WAGE SURVEY

1. FOLLOWING MESSAGE PREPARED BY MR. HICKERNELL, CONTRACT WAGE
SPECIALIST ON DUTY THIS POST.

2. MEXICO SURVEY FILE REVIEWED, HOWEVER, ALL DETAILED WORK-
SHEETS NOT AVAILABLE. ASIDE FROM YOUR MAIN CONCERN TWO ERRORS
DISCLOSED AT FSL-11 GRADE. BASE SALARY RATE FSL-11/8 SHOULD BE
222,069 AND L-2, 231,223. SURVEY FRINGE AMOUNTS AT THESE STEPS
TO BE CORRECTED TO 23,104 AND 25,408.

BASE SALARY RATES CONSTRUCTED IN ACCORDANCE WITH PROCEDURES FOR
DEVELOPMENT OF CLASS AVERAGE RATES. ONLY ADJUSTMENTS WERE TO
NEAREST TEN PESOS RESULTING IN MIN AND MAX RATES ENDING IN ZERO.
INCREMENT BETWEEN STEPS BY SUBTRACTING MIN FROM MAX RATE AND
DIVIDING BY 10 (NUMBER OF INTERVALS BETWEEN 1 AND L-3) THIS
PRODUCED A UNIFORM INCREMENT FOR EACH STEP IN EACH GRADE.

4. GROSS ADJUSTMENT FACTORS APPLIED ON A JOB MATCH BASIS
RATHER THAN ON ANY AVERAGING BASIS ACROSS ALLDATA.
ACCORDINGLY, "FINALLY ADJUSTED ANNUAL RATES" FOR KEY POSITIONS
CHANGED IN RELATION TO THE PARTICULAR GAF'S THAT WERE
REPRESENTED IN THE MATCHES. WHEN ALL SUCH DATA ACCUMULATED AN
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INDEPENDENT SET OF CLASS AVERAGE RATES WERE PRODUCED. SAME

PROCESS DESCRIBED ABOVE FOLLOWED TO PRODUCE STEP RATES. THIS SET OF RATES IDENTIFIED AS "ADJUSTED BASE SALARY".

5. ONLY PRACTICAL WAY TO REFLECT "SURVEY FRINGES" WAS TO SUBTRACT BASE SALARY FROM ADJUSTED BASE SALARY. IN SIX GRADES MEASURED DIFFERENCES WERE "POSITIVE" AND IN OTHER FIVE "NEGATIVE" CONSIDERING AMOUNTS STARTING FROM STEP 1 IN EACH GRADE. DON'T KNOW OF ANY REQUIREMENT THAT INSISTS THAT ALL BE ON POSITIVE SIDE. LECH PROCEDURES DO NOT CONTEMPLATE ISOLATION OF BASE SALARIES BEFORE APPLICATION OF GAF'S, BUT ABSOLUTELY NECESSARY IN MEXICO TO PROVIDE BASIS FOR OVERTIME, SEPARATE BONUS CALCULATIONS, AND TO CATEGORIZE PERSONNEL INTO APPROPRIATE SALARY GROUPINGS FOR SOCIAL SECURITY CONTRIBUTIONS.

6. BASE SALARY AMOUNTS CORRECT FOR THESE PURPOSES AND ADJUSTED BASE SALARY AMOUNTS CORRECT FOR CALCULATION OF BI-WEEKLY PAY. ANY ARBITRARY ADJUSTMENT OF THE FRINGE BENEFIT AMOUNTS WOULD NOT BE COMPATIBLE WITH DATA BUT WILL DEFER THIS JUDGEMENT TO DEPARTMENT OFFICIALS. IN IMPLEMENTING RATE SCHEDULE SUGGEST THAT THIS PECULIARITY BE ACKNOWLEDGED TO EMPLOYEES BUT EMPHASIZE PROCEDURAL CORRECTNESS.

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